

002564

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FEDERAL COMMUNICATIONS COMMISSION  
Washington, D.C. 20554

Approved by OMB  
3080-0076  
Expires 12/31/87

(15)

## Annual Employment Report 1986

SUBMIT two copies to FCC

(See Instructions)

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## SECTION I (applicable to all respondents)

- A. ☐ COMMON CARRIER Respondents with fewer than sixteen (16) full-time employees during the selected payroll period: CHECK BOX A, Complete Section III, and the Certification Statement. Sign and return to the FCC.
- B. ☐ COMMON CARRIER Respondents with 16 or more full-time employees during the selected payroll period: CHECK BOX B and complete all pertinent sections of the form. Sign and return to the FCC.
- C. ☐ BROADCAST Respondents with fewer than (5) full-time employees during the selected payroll period: CHECK BOX C. Complete Sections II, III, & IV and the Certification Statement. Sign and return to the FCC.
- D. ☒ BROADCAST Respondents with 5 or more full-time employees during the selected payroll period: CHECK BOX D and complete all pertinent sections of the form. Sign and return to the FCC.

## SECTION III (applicable to all respondents)

- A. Check one, to indicate type of respondent  
☒ Broadcast Respondent  
☐ Common Carrier Respondent

B. Pay Period Ending Covered by this Report (date)  
 January 31, 1986

C. Name and address of respondent

The Lutheran Church-  
 Missouri Synod  
 Radio Station KFUD-FM  
 85 Founders Lane  
 St. Louis, MO. 63105

(FOR COMMISSION USE ONLY)

CODE NO.

## SECTION II (applicable only to Broadcast respondents)

Check A, B, or C to indicate type of Reporting Unit(s) covered in this Report:

A. ☒ For a single employment unit consisting of one or more stations

B. ☐ For a single Headquarters Office Report

C. ☐ A Consolidated Report

## SECTION IV (applicable only to Broadcast respondents)

Answer A, B, or C to identify Reporting Unit(s) covered in this Report

A. (1) If a Commercial Broadcast Station Report - (not a CAR station) check one

AM ☐ AMTV ☐ TV☐ InternationalFM ☒ FM IndependentAF ☐ Combined AM and FMFA ☐ FM Affiliated with AM in same area

(2) If station is noncommercial, check one

ET ☐ Educational TVER ☐ Educational Radio(3) Call LettersLocation

KFUD-FM

Clayton, Missouri

SECTION V		(Section V and VI) (applicable to all respondents)											
FULL-TIME PAID EMPLOYEES JOB CATEGORIES <sup>1</sup>	ALL EMPLOYEES <sup>2</sup>			MALE					FEMALE				
	Total Columns 2 + 3 (1)	Male (2)	Female (3)	MINORITY GROUP EMPLOYEES				White, not of Hispanic origin (8)	MINORITY GROUP EMPLOYEES				White, not of Hispanic origin (13)
				Black, not of Hispanic origin (4)	Asian or Pacific Islander (5)	American Indian or Alaskan Native (6)	Hispanic (7)		Black, not of Hispanic origin (9)	Asian or Pacific Islander (10)	American Indian or Alaskan Native (11)	Hispanic (12)	
Officials and Managers	6	4	2					4					2
Professionals	7	6	1					6					1
Technicians	1	1						1					
Sales workers													
Office and Clerical	3	1	2					1	1				1
Craftsperson (Skilled)													
Operatives (Semi-skilled)													
Laborers (Unskilled)													
Service Workers													
TOTAL	17	12	5					12	1				4
Total employment from previous report (if any)	17	11	6					11	2				4

SECTION VI		(Section VI column titles same as Section V)											
PART-TIME PAID EMPLOYEES JOB CATEGORIES <sup>1</sup>													
Officials and Managers													
Professionals	6	6					6						
Technicians	5	5					5						
Sales workers													
Office and Clerical	1		1										1
Craftsperson (Skilled)													
Operatives (Semi-skilled)													
Laborers (Unskilled)													
Service Workers													
TOTAL	12	11	1					11					1
Total employment from previous Report (if any)	10	9	1					9					1

<sup>1</sup>Refer to Instructions for explanation of all title functions.<sup>2</sup>Include "Minority Group Employees" and others. See Instructions.

## SECTION VII (For Respondents with On-the-Job Trainees ONLY)

(The data below shall also be included in the figures for the appropriate occupational categories in Sections V and VI)

JOB CATEGORIES		ALL EMPLOYEES <sup>1</sup>			MALE					FEMALE				
		Total Columns 2 + 3 (1)	Male (2)	Female (3)	MINORITY GROUP EMPLOYEES				White, not of Hispanic origin (8)	MINORITY GROUP EMPLOYEES				White, not of Hispanic origin (13)
					Black, not of Hispanic origin (4)	Asian or Pacific Islander (5)	American Indian or Alaskan Native (6)	Hispanic (7)		Black, not of Hispanic origin (9)	Asian or Pacific Islander (10)	American Indian or Alaskan Native (11)	Hispanic (12)	
On-the-job trainees <sup>2</sup>	White Collar Production													

<sup>1</sup>Include "Minority Group Employees" and others. See instruction 7.

<sup>2</sup>Report only employees enrolled in formal on-the-job-training programs.

## CERTIFICATION

(This report must be certified: by licensee or permittee, if an individual; by a partner, if a partnership; by an officer, if a corporation or association, or by an attorney of licensee or permittee, in case of physical disability or absence from the United States of the licensee or permittee.)

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed Paula M. Zika Title Director of Administration  
 Date May 23, 1986 Name of Respondent The Lutheran Church-Missouri Synod  
 Telephone No. (include area code) (314) 725-3030 KFUO-AM

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE OR IMPRISONMENT. U.S. CODE, TITLE 18, SECTION 1001.

This request is in accordance with the requirement of P.L. 96-511, Paperwork Reduction Act of 1980

The data collected will be used to assess compliance with FCC Rules and Regulations pertaining to EEO requirements. Your response is mandatory.

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FEDERAL COMMUNICATIONS COMMISSION  
Washington, D.C. 20554Approved by OAS  
3000-0070  
Expires 12/31/87

(18)

## Annual Employment Report 1986

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(See Instructions)

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## SECTION I (applicable to all respondents)

- A. ☐ COMMON CARRIER Respondents with fewer than sixteen (16) full-time employees during the selected payroll period: CHECK BOX A. Complete Section III, and the Certification Statement. Sign and return to the FCC.
- B. ☐ COMMON CARRIER Respondents with 16 or more full-time employees during the selected payroll period: CHECK BOX B and complete all pertinent sections of the form. Sign and return to the FCC.
- C. ☐ BROADCAST Respondents with fewer than (5) full-time employees during the selected payroll period: CHECK BOX C. Complete Sections II, III, & IV and the Certification Statement. Sign and return to the FCC.
- D. ☒ BROADCAST Respondents with 5 or more full-time employees during the selected payroll period: CHECK BOX D and complete all pertinent sections of the form. Sign and return to the FCC.

## SECTION III (applicable to all respondents)

- A. Check one, to indicate type of respondent  
☒ Broadcast Respondent  
☐ Common Carrier Respondent

## B. Pay Period Ending Covered by this Report (date)

January 31, 1986

## C. Name and address of respondent

The Lutheran Church-  
 Missouri Synod  
 Radio Station KFUD-AM  
 85 Founders Lane  
 St. Louis, MO. 63105

(FOR COMMISSION USE ONLY)

CODE NO. 07905

## SECTION II (applicable only to Broadcast respondents)

Check A, B, or C to indicate type of Reporting Unit(s) covered in this Report:

A. ☒ For a single employment unit consisting of one or more stationsB. ☐ For a single Headquarters Office ReportC. ☐ A Consolidated Report

## SECTION IV (applicable only to Broadcast respondents)

Answer A, B, or C to identify Reporting Unit(s) covered in this Report

A. (1) If a Commercial Broadcast Station Report - (not a CAR station) check one

(2) If station is noncommercial, check one

AM ☒ AMFM ☐ FM IndependentET ☐ Educational TVTV ☐ TVAF ☒ Combined AM and FMER ☐ Educational Radio☐ InternationalFA ☐ FM Affiliated with AM in same area(3) Call LettersLocation

KFUD-AM

Clayton, Missouri

KFUD-FM

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MAY 28 1986

ENFORCEMENT DIVISION  
EEO BRANCH

B. If a Headquarters Office Report, list here (or in Appendix \_\_\_\_\_, if this space is insufficient) the Headquarters Office covered in this Report.

Name of Headquarters Office	Location of Headquarters Office	Stations supervised by listed Hdqrs. Office (list call letters) <b>002568</b> <b>(19)</b>

C. If a Consolidated Report, list here (or in Appendix \_\_\_\_\_, if this space is insufficient) the Headquarters and Stations covered in this Consolidated Report.

Headquarters Office(s) Names and Locations	Station Call Letters and Locations

SECTION V (Section V and VI) (applicable to all respondents)													
FULL-TIME PAID EMPLOYEES JOB CATEGORIES <sup>1</sup>	ALL EMPLOYEES <sup>2</sup>			MALE					FEMALE				
	Total Columns 2 + 3 (1)	Male (2)	Female (3)	MINORITY GROUP EMPLOYEES				White, not of Hispanic origin (8)	MINORITY GROUP EMPLOYEES				White, not of Hispanic origin (13)
				Black, not of Hispanic origin (4)	Asian or Pacific Islander (5)	American Indian or Alaskan Native (6)	Hispanic (7)		Black, not of Hispanic origin (9)	Asian or Pacific Islander (10)	American Indian or Alaskan Native (11)	Hispanic (12)	
Officials and Managers	6	4	2					4					2
Professionals	7	6	1					6					1
Technicians	1	1						1					
Sales workers													
Office and Clerical	3	1	2					1	1				1
Craftsperson (Skilled)													
Operatives (Semi-skilled)													
Laborers (Unskilled)													
Service Workers													
<b>TOTAL</b>	17	12	5					12	1				4
Total employment from previous Report (if any)	17	11	6					11	2				4

SECTION VI (Section VI column titles same as Section V)													
PART-TIME PAID EMPLOYEES JOB CATEGORIES <sup>1</sup>													
Officials and Managers													
Professionals	6	6						6					
Technicians	5	5						5					
Sales workers													
Office and Clerical	1		1										1
Craftsperson (Skilled)													
Operatives (Semi-skilled)													
Laborers (Unskilled)													
Service Workers													
<b>TOTAL</b>	12	11	1					11					1
Total employment from previous Report (if any)	10	9	1					9					1

<sup>1</sup>Refer to instructions for explanation of all title functions.

<sup>2</sup>Include "Minority Group Employees" and others. See instruction 7.

## SECTION VII (For Respondents with On-the-Job Trainees ONLY)

(The data below shall also be included in the figures for the appropriate occupational categories in Sections V and VI)

JOB CATEGORIES		ALL EMPLOYEES <sup>1</sup>			MALE					FEMALE				
		Total Columns 2 + 3  (1)	Male  (2)	Female  (3)	MINORITY GROUP EMPLOYEES				Whites, not of Hispanic origin  (8)	MINORITY GROUP EMPLOYEES				Whites, not of Hispanic origin  (13)
					Black, not of Hispanic origin (4)	Asian or Pacific Islander (5)	American Indian or Alaskan Native (6)	Hispanic (7)		Black, not of Hispanic origin (9)	Asian or Pacific Islander (10)	American Indian or Alaskan Native (11)	Hispanic (12)	
On-the-job trainees <sup>2</sup>	White Collar Production	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	

<sup>1</sup>Include "Minority Group Employees" and others. See instruction 7.

<sup>2</sup>Report only employees enrolled in formal on-the-job-training programs.

## CERTIFICATION

(This report must be certified: by licensee or permittee, if an individual; by a partner, if a partnership; by an officer, if a corporation or association, or by an attorney of licensee or permittee, in case of physical disability or absence from the United States of the licensee or permittee.)

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed Paula M. Zika Title Director of Administration  
 Date May 23, 1986 Name of Respondent The Lutheran Church-Missouri Synod  
 Telephone No. (include area code) (314) 725-3030 KFUO-AM

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE OR IMPRISONMENT. U.S. CODE, TITLE 18, SECTION 1001.

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FEDERAL COMMUNICATIONS COMMISSION  
Washington, D.C. 20554

Approved by OMB  
3080-0076  
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22

Annual Employment Report 1987

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SECTION I (applicable to all respondents)

- A. ☐ COMMON CARRIER Respondents with fewer than sixteen (16) full-time employees during the selected payroll period: CHECK BOX A, Complete Section III, and the Certification Statement. Sign and return to the FCC.
- B. ☐ COMMON CARRIER Respondents with 16 or more full-time employees during the selected payroll period: CHECK BOX B and complete all pertinent sections of the form. Sign and return to the FCC.
- C. ☐ BROADCAST Respondents with fewer than (5) full-time employees during the selected payroll period: CHECK BOX C, Complete Sections II, III, & IV and the Certification Statement. Sign and return to the FCC.
- D. ☒ BROADCAST Respondents with 5 or more full-time employees during the selected payroll period: CHECK BOX D and complete all pertinent sections of the form. Sign and return to the FCC.

SECTION III (applicable to all respondents)

- A. Check one, to indicate type of respondent

- ☒ Broadcast Respondent  
☐ Common Carrier Respondent

- B. Pay Period Ending Covered by this Report: (date)  
January 31, 1987

- C. Name and address of respondent

The Lutheran Church-  
Missouri Synod  
Radio Station KFUD-AM  
85 Founders Lane  
St. Louis, MO. 63105

(FOR COMMISSION USE ONLY)

CODENO.

SECTION II (applicable only to Broadcast respondents)

Check A, B, or C to indicate type of Reporting Unit(s) covered in this Report:

- A. ☒ For a single employment unit consisting of one or more stations  
B. ☐ For a single Headquarters Office Report  
C. ☐ A Consolidated Report

SECTION IV (applicable only to Broadcast respondents)

Answer A, B, or C to identify Reporting Unit(s) covered in this Report

- A. (1) If a Commercial Broadcast Station Report - (not a CAR station) check one

AM ☒ AM  
TV ☐ TV  
☐ International

FM ☐ FM Independent  
AF ☐ Combined AM and FM  
FA ☐ FM Affiliated with AM in same area

- (2) If station is noncommercial, check one

ET ☐ Educational TV  
ER ☐ Educational Radio

(3) Call Letters Location

KFUD-AM

Clayton, Missouri



FEDERAL COMMUNICATIONS COMMISSION  
Washington, D.C. 20554

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3080-0076  
Expires 12/31/87

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Annual Employment Report 1987

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B. Pay Period Ending Covered by this Report (date)  
January 31, 1987

C. Name and address of respondent

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Missouri Synod  
Radio Station KFUD-FM  
85 Founders Lane  
St. Louis, MO. 63105

(FOR COMMISSION USE ONLY)

CODE NO.

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ET ☐ Educational TV  
ER ☐ Educational Radio

(3) Call Letters

Location

KFUD-FM

Clayton, Missouri

SECTION V	(Section V and VI) (applicable to all respondents)												
	ALL EMPLOYEES <sup>2</sup>			MALE					FEMALE				
	Total Columns 2 + 3	Male	Female	MINORITY GROUP EMPLOYEES				White, not of Hispanic origin	MINORITY GROUP EMPLOYEES				White, not of Hispanic origin
				Black, not of Hispanic origin	Asian or Pacific Islander	American Indian or Alaskan Native	Hispanic		Black, not of Hispanic origin	Asian or Pacific Islander	American Indian or Alaskan Native	Hispanic	
FULL-TIME PAID EMPLOYEES JOB CATEGORIES <sup>1</sup>	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Officials and Managers	6	4	2					4					2
Professionals	8	6	2					6					2
Technicians	1	1						1					
Sales workers	1		1										1
Office and Clerical	2		2										2
Craftsperson (Skilled)													
Operatives (Semi-skilled)													
Laborers (Unskilled)													
Service Workers													
TOTAL	18	11	7					11					7
Total employment from previous Report (If any)	17	12	5					12	1				4

SECTION VI	(Section VI column titles same as Section V)												
	PART-TIME PAID EMPLOYEES JOB CATEGORIES <sup>1</sup>												
Officials and Managers													
Professionals	6	6						6					
Technicians	3	3						3					
Sales workers													
Office and Clerical	1		1										1
Craftsperson (Skilled)													
Operatives (Semi-skilled)													
Laborers (Unskilled)													
Service Workers													
TOTAL	10	9	1					9					1
Total employment from previous Report (If any)	12	11	1					11					1

<sup>1</sup>Refer to Instructions for explanation of all title functions.<sup>2</sup>Include "Minority Group Employees" and others. See Instruction 7.

## SECTION VII (For Respondents with On-the-Job Trainees ONLY)

(The data below shall also be included in the figures for the appropriate occupational categories in Sections V and VI)

25

JOB CATEGORIES		ALL EMPLOYEES <sup>1</sup>			MALE					FEMALE				
		Total Columns 2 + 3 (1)	Male (2)	Female (3)	MINORITY GROUP EMPLOYEES				White, not of Hispanic origin (8)	MINORITY GROUP EMPLOYEES				White, not of Hispanic origin (13)
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On-the-job trainees <sup>2</sup>	White Collar Production													

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I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed Paula M. Zika Title Director of Administration  
 Date Sept. 10, 1987 Name of Respondent The Lutheran Church-Missouri Synod  
 Telephone No. (include area code) (314) 725-3030 Radio Station KFUO-FM

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FEDERAL COMMUNICATIONS COMMISSION  
Washington, D.C. 20554

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3080-0078  
Expires 12/31/87

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## Annual Employment Report 1987

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## SECTION III (applicable to all respondents)

- A. Check one, to indicate type of respondent  
☒ Broadcast Respondent  
☐ Common Carrier Respondent

B. Pay Period Ending Covered by this Report: (date)  
 January 31, 1987

C. Name and address of respondent

The Lutheran Church-  
 Missouri Synod  
 Radio Station KFUD-AM  
 85 Founders Lane  
 St. Louis, MO. 63105

(FOR COMMISSION USE ONLY)

CODE NO.

07905

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Check A, B, or C to indicate type of Reporting Unit(s) covered in this Report:

- A. ☒ For a single employment unit consisting of one or more stations  
 B. ☐ For a single Headquarters Office Report  
 C. ☐ A Consolidated Report

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Answer A, B, or C to identify Reporting Unit(s) covered in this Report

A. (1) If a Commercial Broadcast Station Report - (not a CAR station) check one

AM ☒ AM  
 TV ☐ TV  
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FM ☐ FM Independent  
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(2) If station is noncommercial, check one

ET ☐ Educational TV  
 ER ☐ Educational Radio

(3) Call LettersLocation

KFUD-AM

Clayton, Missouri

KFUD-AM

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SEP 17 1987

ENFORCEMENT DIVISION  
EEO BRANCH

B. If a Headquarters Office Report, list here (or in Appendix \_\_\_\_\_, if this space is insufficient) the Headquarters Office covered in this Report. 1

Name of Headquarters Office	Location of Headquarters Office	Stations supervised by listed Hdqrs. Office (list call letters)

C. If a Consolidated Report, list here (or in Appendix \_\_\_\_\_, if this space is insufficient) the Headquarters and Stations covered in this Consolidated Report.

Headquarters Office(s) Names and Locations	Station Call Letters and Locations

SECTION V		(Section V and VI) (applicable to all respondents)											
FULL-TIME PAID EMPLOYEES JOB CATEGORIES <sup>1</sup>	ALL EMPLOYEES <sup>2</sup>			MALE					FEMALE				
	Total Columns 2 + 3	Male	Female	MINORITY GROUP EMPLOYEES				White, not of Hispanic origin	MINORITY GROUP EMPLOYEES				White, not of Hispanic origin
				Black, not of Hispanic origin	Asian or Pacific Islander	American Indian or Alaskan Native	Hispanic		Black, not of Hispanic origin	Asian or Pacific Islander	American Indian or Alaskan Native	Hispanic	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	
Officials and Managers	6	4	2					4					2
Professionals	8	6	2					6					2
Technicians	1	1						1					
Sales workers	1		1										1
Office and Clerical	2		2										2
Craftsperson (Skilled)													
Operatives (Semi-skilled)													
Laborers (Unskilled)													
Service Workers													
TOTAL	18	11	7					11					7
Total employment from previous Report (if any)	17	12	5					12	1				4

SECTION VI		(Section VI column titles same as Section V)											
PART-TIME PAID EMPLOYEES JOB CATEGORIES <sup>1</sup>													
Officials and Managers													
Professionals	6	6						6					
Technicians	3	3						3					
Sales workers													
Office and Clerical	1		1										1
Craftsperson (Skilled)													
Operatives (Semi-skilled)													
Laborers (Unskilled)													
Service Workers													
TOTAL	10	9	1					9					1
Total employment from previous Report (if any)	12	11	1					11					1

<sup>1</sup>Refer to Instructions for explanation of all title functions.<sup>2</sup>Include "Minority Group Employees" and others. See Instruction 7.

## SECTION VII (For Respondents with On-the-Job Trainees ONLY)

(The data below shall also be included in the figures for the appropriate occupational categories in Sections V and VI)

JOB CATEGORIES		ALL EMPLOYEES <sup>1</sup>			MALE					FEMALE				
		Total Column 2 + 3  (1)	Male  (2)	Female  (3)	MINORITY GROUP EMPLOYEES				White, not of Hispanic origin  (8)	MINORITY GROUP EMPLOYEES				White, not of Hispanic origin  (13)
					Black, not of Hispanic origin (4)	Asian or Pacific Islander (5)	American Indian or Alaskan Native (6)	Hispanic (7)		Black, not of Hispanic origin (9)	Asian or Pacific Islander (10)	American Indian or Alaskan Native (11)	Hispanic (12)	
On-the- job trainees <sup>2</sup>	White Collar Production	- - -	- - -	- - -	- - -	- - -	- - -	- - -	- - -	- - -	- - -	- - -	- - -	

<sup>1</sup>Include "Minority Group Employees" and others. See instruction 7.

<sup>2</sup>Report only employees enrolled in formal on-the-job-training programs.

## CERTIFICATION

(This report must be certified: by licensee or permittee, if an individual; by a partner, if a partnership; by an officer, if a corporation or association, or by an attorney of licensee or permittee, in case of physical disability or absence from the United States of the licensee or permittee.)

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed Paula M. Zika Title Director of Administration  
 Date Sept. 10, 1987 Name of Respondent The Lutheran Church-Missouri Synod  
 Telephone No. (include area code) (314) 725-3030 Radio Station KFUD-AM

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE OR IMPRISONMENT. U.S. CODE, TITLE 18, SECTION 1001.

This request is in accordance with the requirement of P.L. 96-511, Paperwork Reduction Act of 1980

The data collected will be used to assess compliance with FCC Rules and Regulations pertaining to EEO requirements. Your response is mandatory.

BROADCAST STATION  
ANNUAL EMPLOYMENT REPORT 1988

00316630

Approved by GME

3080-0390

Expires 9/30/90

(For FCC Use Only)

Code No. 07905

SECTION I

A. Name of Licensee or Permittee  The Lutheran Church - Missouri Synod  Church	B. Address  85 Founders Lane St. Louis, Missouri 63105
--	---

SECTION II

A. TYPE OF RESPONDENT (check one)

COMMERCIAL BROADCAST STATION

NONCOMMERCIAL BROADCAST STATION

AM ☐ AM

TV ☐ TV

ER ☐ Educational AM or FM Radio

FM ☐ FM

LP ☐ Low Power TV

ET ☐ Educational TV

AF ☒ Combined AM & FM  
in same area

IN ☐ International

HQ ☐ Headquarters (Name and Location)

MAY 31 1988  
Federal Communications Commission  
Office of the Secretary

ZIP Code

B. LIST CALL LETTERS AND LOCATION(S) OF INCLUDED STATIONS

CALL LETTERS	LOCATION(S)
KFUO-AM 4 KFUO-FM	85 Founders Lane St. Louis, MO. 63105

CALL LETTERS	LOCATION(S)
	85 Founders Lane St. Louis, MO. 63105

SECTION III

A. PAY PERIOD COVERED BY THIS REPORT (DATE)

Period Ending  
January 31, 1988

B. CHECK APPLICABLE BOX

☐ Fewer than five full-time employees during the selected payroll period (Complete page one only and certification statement and return to FCC)

☒ Five or more full-time employees during selected payroll period (Complete all sections of form and certification statement and return to FCC)

SECTION IV CERTIFICATION

This report must be certified, as follows: (a) By licensee, if an individual; (b) By a partner, if a partnership (general partner, if a limited partnership); (c) By an officer, if a corporation or an association; or (d) By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT.

U.S. CODE, TITLE 18, SECTION 1001.

I certify to the best of my knowledge, information, and belief, all statements contained in this report are true and correct.

Signed

*Ken Lombardi*

Title

Director of Broadcast Ministries

Print Name

Ken Lombardi

Date

May 25, 1988

Telephone No. (314) 725-3030



## SECTION V - EMPLOYEE DATA

003167

31

A. FULL-TIME PAID  
EMPLOYEE DATA

JOB CATEGORIES	TOTAL (a-j)	MALE					FEMALE				
		WHITE (NOT HISPANIC) (a)	BLACK (NOT HISPANIC) (b)	HISPANIC (c)	ASIAN OR PACIFIC ISLANDER (d)	AMERICAN INDIAN, ALASKAN NATIVE (e)	WHITE (NOT HISPANIC) (f)	BLACK (NOT HISPANIC) (g)	HISPANIC (h)	ASIAN OR PACIFIC ISLANDER (i)	AMERICAN INDIAN, ALASKAN NATIVE (j)
OFFICIALS & MANAGERS	8	6					2				
PROFESSIONALS	8	8									
TECHNICIANS	1	1									
SALES WORKERS	2						2				
OFFICE & CLERICAL	4						4				
CRAFT WORKERS (SKILLED)											
OPERATIVES (SEMI-SKILLED)											
LABORERS (UNSKILLED)											
SERVICE WORKERS											
TOTAL	23	15					8				

B. PART-TIME PAID  
EMPLOYEE DATA

JOB CATEGORIES	TOTAL (a-j)	MALE					FEMALE				
		WHITE (NOT HISPANIC) (a)	BLACK (NOT HISPANIC) (b)	HISPANIC (c)	ASIAN OR PACIFIC ISLANDER (d)	AMERICAN INDIAN, ALASKAN NATIVE (e)	WHITE (NOT HISPANIC) (f)	BLACK (NOT HISPANIC) (g)	HISPANIC (h)	ASIAN OR PACIFIC ISLANDER (i)	AMERICAN INDIAN, ALASKAN NATIVE (j)
OFFICIALS & MANAGERS											
PROFESSIONALS	7	7									
TECHNICIANS	3	3									
SALES WORKERS											
OFFICE & CLERICAL											
CRAFT WORKERS (SKILLED)											
OPERATIVES (SEMI-SKILLED)											
LABORERS (UNSKILLED)											
SERVICE WORKERS											
TOTAL	10	10									

## FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The solicitation of personal information requested in this application is authorized by the Communications Act of 1934, as amended. The principal purpose for which the information will be used is to determine if the benefit requested is consistent with the public interest. The staff, consisting variously of attorneys, engineers and application examiners, will use the information to determine whether the application should be granted, denied, dismissed, or designated for hearing. If all the information requested is not provided, the application may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Accordingly, every effort should be made to provide all necessary information. Your response is required to obtain the requested authority.

FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552(a)(3)  
J THE PAPERWORK REDUCTION ACT OF 1980, P.L. 96-511, DECEMBER 11, 1980, 44 U.S.C. 3507.

BROADCAST STATION  
ANNUAL EMPLOYMENT REPORT 1989

003-113 <sup>32</sup>6  
Approved by CMB  
3080-0380  
Expires 2/30/90

(For FCC Use Only)

Code No.

SECTION I

A. Name of Licensee or Permittee The Lutheran Church-Missouri Synod	B. Address 85 Founders lane St. Louis, MO. 63105
--	--

SECTION II

A. TYPE OF RESPONDENT (check one)

COMMERCIAL BROADCAST STATION

NONCOMMERCIAL BROADCAST STATION

AM ☐ AM

TV ☐ TV

ER ☐ Educational AM or FM Radio

FM ☐ FM

LP ☐ Low Power TV

ET ☐ Educational TV

AF ☒ Combined AM & FM  
in same area

IN ☐ International

HO ☐ Headquarters (Name and Location) \_\_\_\_\_

\_\_\_\_\_  
ZIP Code \_\_\_\_\_

B. LIST CALL LETTERS AND LOCATION(S) OF INCLUDED STATIONS

CALL LETTERS	LOCATION(S)
KFUO-AM	85 Founders Lane St. Louis, MO. 63105

CALL LETTERS	LOCATION(S)
KFUO-FM	85 Founders lane St. Louis, MO. 63105

SECTION III

A. PAY PERIOD COVERED BY THIS REPORT (DATE)

Period ending January 31, 1989

B. CHECK APPLICABLE BOX

☐ Fewer than five full-time employees during the selected payroll period (Complete page one only and certification statement and return to FCC)

☒ Five or more full-time employees during selected payroll period (Complete all sections of form and certification statement and return to FCC)

SECTION IV CERTIFICATION

This report must be certified, as follows: (a) By licensee, if an individual; (b) By a partner, if a partnership (general partner, if a limited partnership); (c) By an officer, if a corporation or an association; or (d) By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT.

U.S. CODE, TITLE 18, SECTION 1001.

I certify to the best of my knowledge, information, and belief, all statements contained in this report are true and correct.

Signed

Paula M. Zika

Title Manager of Business Affairs

Print Name

Paula M. Zika

Date May 15, 1989 Telephone No. (314) 725-3030

## SECTION V - EMPLOYEE DATA

33  
003314A. FULL-TIME PAID  
EMPLOYEE DATA

JOB CATEGORIES	TOTAL (a-p)	MALE					FEMALE				
		WHITE (NOT HISPANIC) (a)	BLACK (NOT HISPANIC) (b)	HISPANIC (c)	ASIAN OR PACIFIC ISLANDER (d)	AMERICAN INDIAN, ALASKAN NATIVE (e)	WHITE (NOT HISPANIC) (f)	BLACK (NOT HISPANIC) (g)	HISPANIC (h)	ASIAN OR PACIFIC ISLANDER (i)	AMERICAN INDIAN, ALASKAN NATIVE (j)
OFFICIALS & MANAGERS	8	6					2				
PROFESSIONALS	9	8					1				
TECHNICIANS	1	1									
SALES WORKERS	4	2					1		1		
OFFICE & CLERICAL	4						4				
CRAFT WORKERS (SKILLED)											
OPERATIVES (SEMI-SKILLED)											
LABORERS (UNSKILLED)											
SERVICE WORKERS											
TOTAL	26	17					8		1		

B. PART-TIME PAID  
EMPLOYEE DATA

JOB CATEGORIES	TOTAL (a-p)	MALE					FEMALE				
		WHITE (NOT HISPANIC) (a)	BLACK (NOT HISPANIC) (b)	HISPANIC (c)	ASIAN OR PACIFIC ISLANDER (d)	AMERICAN INDIAN, ALASKAN NATIVE (e)	WHITE (NOT HISPANIC) (f)	BLACK (NOT HISPANIC) (g)	HISPANIC (h)	ASIAN OR PACIFIC ISLANDER (i)	AMERICAN INDIAN, ALASKAN NATIVE (j)
OFFICIALS & MANAGERS											
PROFESSIONALS	12	11					1				
TECHNICIANS	3	3									
SALES WORKERS											
OFFICE & CLERICAL											
CRAFT WORKERS (SKILLED)											
OPERATIVES (SEMI-SKILLED)											
LABORERS (UNSKILLED)											
SERVICE WORKERS											
TOTAL	15	14					1				

NAACP EXHIBIT 25

<u>Federal Communications Commission</u>	
Docket No. <u>94-10</u>	Exhibit No. <u>25</u>
Presented by <u>NAACP</u>	
Disposition	Identified <u>6/21</u>
	Received _____
	Rejected _____
Reporter <u>BARBARA LORIO</u>	
Date <u>6/21/54</u>	

1 Does the applicant propose to employ five or more fulltime employees?

☒ YES ☐ NO

If the answer is Yes, the applicant must include an EEO program called for in the separate 5 Point Model EEO Program

Attached

## Section VII

## Certification

1 Has or will the applicant comply with the public notice requirement of Section 73.3580 of the Commission's Rules?

☒ YES ☐ NO

## 73.3580 Section (a) (1) Minor change

The APPLICANT hereby waives any claim to the use of any particular frequency as against the regulatory power of the United States in favor of the previous use of the same, whether by license or otherwise, and requests an authorization in accordance with this application. See Section 1 of the Communications Act of 1934, as amended.

The APPLICANT acknowledges that all the statements made in this application and attached exhibits are considered material representations and that all exhibits are a material part hereof and incorporated herein.

The APPLICANT represents that this application is not filed for the purpose of impeding, obstructing, or delaying the determination on any other application with which it may be in conflict.

In accordance with Section 1.65 of the Commission's Rules, the APPLICANT has a continuing obligation to advise the Commission of any amendments, of any substantial and significant changes in information furnished.

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT.  
U.S. CODE, TITLE 18, Section 1001.

I certify that the statements in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Signed and dated this 25th day of November, 1983

The Lutheran Church-Missouri Synod

Name of Applicant

KFUO-TV

Signature

General Manager

Title

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT  
AND THE PAPERWORK REDUCTION ACT

The solicitation of personal information requested in this application is authorized by the Communications Act of 1934, as amended. The principal purpose for which the information will be used is to determine if the benefit requested is consistent with the public interest. The staff consisting variously of attorneys, accountants, engineers, and application examiners will use the information to determine whether the application should be granted, denied, dismissed, or designated for hearing. If all the information requested is not provided, the application may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Accordingly, every effort should be made to provide all necessary information. Your response is required to obtain the requested Permit.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552(a)(1)

FCC 301 - Page 18  
January 1982

EQUAL EMPLOYMENT OPPORTUNITY PROGRAMI GENERAL POLICY

It is the policy of KFUO and KFUO-FM to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

It is also our policy to promote the realization of equal employment opportunity through a positive, continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, national origin or sex.

To make this policy effective, and to ensure conformance with the Rules and Regulations of the Federal Communications Commission, we have developed an Equal Employment Opportunity Program which includes the following elements:

II RESPONSIBILITY FOR IMPLEMENTATION

Rev. Rodger P. Abatie, General Manager, is responsible for the administration and implementation of our Equal Employment Opportunity Program. It is also the responsibility of all persons making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that our policy and program is adhered to and that no person is discriminated against in employment because of race, color, religion, national origin or sex.

III POLICY DISSEMINATION

To assure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in carrying out this policy, the following communication efforts are made:

The station's employment application form contains a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, state, or federal agency if they believe they have been the victims of discrimination.

Appropriate notices are posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, state, or federal agency if they believe they have been the victim of discrimination.

③

#### IV RECRUITMENT

With a small staff of employees, job vacancies occur infrequently. (During the past twelve months, for example, only two vacancies occurred and one part-time employee became a full-time employee. Consequently, little recruitment efforts were required.) When vacancies do occur, it is the policy of KFUO and KFUO-FM to seek out qualified minority and female applicants. We deal only with employment services, including state employment agencies, which refer job candidates without regard to their race, color, religion, national origin or sex.

When utilizing media for recruitment purposes, help-wanted advertisements always include a notice that we are an Equal Opportunity Employer and contain no indication, either explicit or implied, of a preference for one sex over another.

We encourage present employees, particularly minority and female employees to refer minority and female candidates for existing and future job openings.

#### V TRAINING

Station resources and/or needs are such that we are unable to institute specific programs for upgrading the skills of employees. However, we do encourage employees to seek additional job-related formal education. We also encourage training through workshops, seminars, etc. Approved training programs qualify employees for time off with pay while acquiring additional education and/or training.

#### VI AVAILABILITY SURVEY

Based on current information compiled by the Research and Analysis Section of the Missouri Division of Employment Security, the respective minority and female workforce in the station's recruitment area is as follows:

	<u>Women</u>	<u>Blacks, Hispanic, Oriental and American Indian</u>
Percentage in the Workforce	42.9	18.7

#### VII CURRENT EMPLOYMENT SURVEY

There has been a change in our employment profile since the filing of our last Annual Employment Report. Attached is an updated report identifying the incumbents under each FCC Form 395 category for the two week period beginning May 1, 1983 and ending May 15, 1983.

SECTION V		(Section V and VI) (applicable to all respondents)											
FULL-TIME PAID EMPLOYEES JOB CATEGORIES <sup>1</sup>	ALL EMPLOYEES <sup>2</sup>			MALE					FEMALE				
	Total Columns 2 + 3 (1)	Male (2)	Female (3)	MINORITY GROUP EMPLOYEES				White, not of Hispanic origin (8)	MINORITY GROUP EMPLOYEES				White, not of Hispanic origin (13)
				Black, not of Hispanic origin (4)	Asian or Pacific Islander (5)	American Indian or Alaskan Native (6)	Hispanic (7)		Black, not of Hispanic origin (9)	Asian or Pacific Islander (10)	American Indian or Alaskan Native (11)	Hispanic (12)	
Professionals	4	2	2					2	1				
Technicians	3	3						3					
Sales workers													
Office and Clerical	4	1	3					1				3	
Craftsperson (Skilled)													
Operatives (Semi-skilled)													
Laborers (Unskilled)													
Service Workers													
TOTAL	18	12	6					12	1				
Total employment from previous Report (if any)	17	11	6					11	1				

SECTION VI		(Section VI column titles same as Section V)										
PART-TIME PAID EMPLOYEES JOB CATEGORIES <sup>1</sup>												
	Officials and Managers											
Professionals	4	4						4				
Technicians	3	3						3				
Sales workers												
Office and Clerical												
Craftsperson (Skilled)												
Operatives (Semi-skilled)												
Laborers (Unskilled)												
Service Workers												
TOTAL	7	7						7				
Total employment from previous Report (if any)	7	7						7				

<sup>1</sup> Refer to Instructions for explanation of all title functions.<sup>2</sup> Include "Minority Group Employees" and others. See Instruction 7.



(5)

### VIII JOB HIRES

During the twelve month period beginning July 1, 1983 and ending June 30, 1983, we hired a total of two persons, both male.

An analysis of our recruitment techniques, job applications and new hires suggest that a sufficient number of qualified minorities and women are applying for available positions.

### IX PROMOTION

It is our policy to provide promotions on a nondiscriminatory basis. Further, to assure that minorities and women are given due consideration for promotional opportunities, special effort is taken to encourage minorities and women to qualify and apply for advancement.

### X EFFECTIVENESS OF AFFIRMATIVE ACTION PLAN

As is indicated in our employment report, of 18 full time employees, 6 or 33% are female. We believe this compares favorably with statistics shown. The report also indicates the level to which certain female and minorities have risen in the organization. 1 of the six female employees is at management level and 2 female employees including 1 black female are at the professional level.

KFUO and KFYO-FM have long been committed to Equal Employment Opportunity and will continue to act affirmatively to maintain that commitment.